



Indiana State
Department of Health

STAFFING STRATEGIES

LONG TERM CARE LEADERSHIP CONFERENCE

September 17, 2009



STAFFING STRATEGIES

INVITED PARTICIPANTS

The ISDH invites each comprehensive care facility (nursing home) to send two representatives to the conference. Each facility may select the individuals attending the conference on behalf of their facility. The ISDH recommends individuals such as the facility administrator, director of nursing, or compliance officer. Corporate offices of facilities are also invited to send appropriate representatives.

The ISDH will also be inviting selected professional organizations and individuals to attend the conference. Invited organizations will include the Alzheimer's Association of Greater Indiana, HealthCare Excel, Hoosier Owners and Providers for the Elderly, Indiana Health Care Association, Indiana Hospital Association, Indiana Homes and Services for the Aging, Indiana Assisted Living Federation, Indiana Ombudsman, patient safety coalitions and centers, and United Senior Action. The ISDH will also be inviting academic and legislative partners. All ISDH long term care surveyors will be attending.

The Indiana State Department of Health (ISDH) invites you to attend the Indiana Long Term Care Leadership Conference, September 17, 2009 in Indianapolis. The ISDH is planning an outstanding program focusing on "Staffing Strategies." The ISDH invites you to join us as we address this important issue.

CONFERENCE TOPIC: "STAFFING STRATEGIES"

This Indiana Long Term Care Leadership Conference will focus on recruiting, training, and retaining long term care staff. This Conference will provide tools and resources to help you reduce turnover of your staff.

ABOUT THE LEADERSHIP CONFERENCE

The Indiana Long Term Care Leadership Conference is an initiative of the Indiana State Department of Health (ISDH). The ISDH plans two Leadership Conferences per year – one in the spring and one in the fall. Each conference is a one-day conference focusing primarily on a single issue.

The Leadership Conferences which began in June, 2007 have grown in attendance from 720 participants to over 1100 participants at the last conference. Attendees have been treated to outstanding presentations on falls management, reduction of pressure ulcers, behavior management and reduction of restraints, emergency preparedness planning and managing incontinence care. A variety of educational and practical resources on all these topics were provided at each conference.

The conferences are intended to bring together statewide healthcare leaders to promote important quality of care issues. This conference will include providers, surveyors, healthcare organizations, and individuals with significant interests in long term care. Each conference will:

- Provide updates on the long term care licensing and certification program
- Discuss quality of care initiatives and programs
- Discuss an ongoing regulatory issue with a goal of clarifying regulations and providing improved guidance on issues
- Provide best practices on quality of care
- Provide an opportunity for increased interaction and awareness

CONFERENCE LOCATION

SAGAMORE BALLROOM
Indiana Convention Center
100 South Capitol Avenue
Indianapolis, IN 46225
<http://www.icclos.com/conv/index.aspx>

CONFERENCE FUNDING

The conference is primarily funded through the ISDH civil money penalty fund. A small registration fee of \$50 will be charged to pay for meeting costs that cannot be paid by the civil money penalty fund.

HOTEL INFORMATION

There are numerous hotels in the immediate vicinity of the Indiana Convention Center.

Visit www.visitindy.com for a list of hotels and to check availability. Participants are responsible for making their hotel reservations and any incurred expenses.

CONFERENCE AGENDA: SEPTEMBER 17, 2009

All sessions and breaks will be in the Sagamore Ballroom, Indiana Convention Center.
Lunch will be served in the 500 Ballroom, Indiana Convention Center

7:30 – 8:30	<i>CONFERENCE REGISTRATION</i> A continental breakfast will be available for conference participants.
8:30 – 8:40	<i>WELCOME AND ANNOUNCEMENTS</i>
Speaker:	Terry Whitson, Assistant Commissioner, Indiana State Department of Health
8:40 - 9:15	<i>PRESSURE ULCER INITIATIVE UPDATE</i>
Speaker:	Terry Whitson, Assistant Commissioner, Indiana State Department of Health
Topic:	Mr. Whitson will provide an update of the Indiana Pressure Ulcer Initiative and discuss some of the preliminary results and lessons learned.
9:15 – 10:00	<i>LONG TERM CARE FACILITY STAFF TURNOVER IN INDIANA</i>
Speaker:	Ellen Winchell Miller, PhD, PT, Executive Director, Center for Aging and Community, University of Indianapolis
Topic:	Dr. Miller will discuss the preliminary results of a study of turnover in Indiana Long Term Care Facilities conducted during the summer of 2009.
10:00 – 10:20	<i>BREAK</i>
10:20 – 12:00	<i>THE INFLUENCE OF TOP MANAGEMENT IN LONG TERM CARE</i>
Speaker:	Nicholas G. Castle, Ph.D., M.H.A., AGSF, Professor, Department of Health Policy & Management, Graduate School of Public Health, University of Pittsburgh
Topic:	Nursing Home Administrators (NHAs) and Directors of Nursing (DON) are the core leadership team of nursing homes. Dr. Castle will highlight how influential a strong leadership team can be. The relationship between characteristics of these leaders and resident care and operations of nursing homes will be discussed.
12:00 – 1:15	<i>LUNCH</i> Lunch will be provided for conference participants in the 500 Ballroom.
1:15 – 3:15	<i>BUT WHY DON'T THEY STAY? THE POWER OF STAFF EMPOWERMENT</i>
Speaker:	Diana F. Waugh, RN, BSN, Nursing Home Consultant, Waugh Consulting, Toledo, Ohio
Topic:	Ms. Waugh will discuss the impact on employee retention when governance is shared throughout facility employees, the beliefs that must be demonstrated throughout the facility, and how to empower your staff.
3:15	<i>ADJOURN</i>

CONTINUING EDUCATION UNITS

Continuing education units will be available for only social workers and health facility administrators. Continuing education forms should be completed and returned to conference staff at the close of the conference.

SAVE THE DATE FOR THE NEXT LEADERSHIP CONFERENCE

The Indiana State Department of Health is planning the next Indiana Long Term Care Leadership Conference for March 2, 2010. The conference will focus on infection control issues.

***Registration Online at
[http://www.in.gov/
isdh/23260.htm](http://www.in.gov/isdh/23260.htm)***



Indiana State
Department of Health

135 S. Mitthoeffer Rd
Indianapolis, IN 46229



Indiana State
Department of Health

Please use the website
<http://www.in.gov/isdh/23260.htm> to register.

STAFFING *STRATEGIES*

LONG TERM CARE LEADERSHIP CONFERENCE

